

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy, assistant, departmental and institutional head of the Civil City of Fort Wayne, Indiana for the year 1982.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have assigned to each employee of the Civil City of Fort Wayne a Labor Grade in accordance with the principles of the City Classification System originally established by Ordinance No. S-34-73 and subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees; and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, reflecting sound compensation planning and effects of competitive pressures, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable and provide an incentive for persons to seek and hold employment with the City of Fort Wayne, and

WHEREAS, the funds for such salaries are to be provided from the 1982 City Budget and other sources as may be specified by the Common Council.

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne, Indiana shall be classified by the departments, titles and labor grades herein designated, and that no change shall be made in any labor grade without the specific approval of the Common Council.

SECTION 2. That the following scale of Maximum Salaries is hereby fixed and authorized as a ceiling for approved labor grades. This maximum will not be exceeded, except for approved shift differentials, overtime pay, and bonuses or technical skill pay specifically enumerated in this ordinance or in an amendment to this ordinance or collective bargaining agreement approved by the Common Council:

<u>LABOR GRADE</u>	<u>MAXIMUM SALARY</u>
1	\$10,000
2	11,250
3	12,500
4	13,750
5	15,000
6	16,250
7	17,500
8	18,750
9	20,000
10	21,250
11	22,500
12	23,750
13	25,000
14	26,250
15	27,500
16	28,750
17	30,000
18	31,250
19	32,500

This scale is an attempt to reinstate an orderly, consistant and competitive pay policy and is based upon the application of results of a salary survey conducted in June, 1981 and a formula which generates a linear progression of maximum salaries. It is not designed to indicate actual salary increases programmed for 1982. These actual increases will result from a general distribution of funds available and as the result of Collective Bargaining agreements arrived at and approved by Common Council.

SECTION 3. The following is a complete and true listing of all City positions by Department, Position Title and Labor Grade. It includes some positions created by the City and Approved by the Common Council subse-

quent to the 1981 Salary Ordinance; Proposed new positions resulting from reallocation of duties or consolidation of duties, and positions regraded in accordance with the City's Official Salary Policy and Position Evaluation System:

**MAYOR'S OFFICE (610)**

<u>LABOR GRADE</u>		<u>TITLE</u>
UC	\$32,000	Mayor
17		Administrative Assistant
16		Executive Assistant
7		Executive Secretary
6		Receptionist A

**CONTROLLER'S OFFICE (620)**

<u>LABOR GRADE</u>		<u>TITLE</u>
19		Controller
17		Deputy Controller
15		Administrator, Fed. Funds
15		Internal Auditor
13		Financial Accountant
9		Barrett Law Accountant
8		Accountant/Bank Reconciliation
7		Bookkeeping-Data Entry
7		Executive Secretary
6		Accounting Clerk
UC	\$20,000	City Council Attorney
UC	\$8,000	Councilman

**ECONOMIC DEVELOPMENT (630)**

<u>LABOR GRADE</u>		<u>TITLE</u>
17		Director
15		Assistant Director

14	Development Services Specialist
14	Finance Specialist
14	Business Planning Specialist
5	Executive Secretary B

METRO HUMAN RELATIONS COMMISSION (640)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Executive Director
14	Depty Dir./Investigative
14	Deputy Dir./Administrative
14	Staff Attorney
10	Human Relations Representative
9	Intake/Investigator
6	Secretary A
5	Secretary B
3	Commission Clerk

CITY CLERK (650)

<u>LABOR GRADE</u>	<u>TITLE</u>
10	Chief Deputy City Clerk
6	Personnel Supervisor
5	Executive Secretary B
4	Secretary C
3	Clerk/Typist
3	Teller
UC \$23,000	City Clerk

BOARD OF WORKS (660)

<u>LABOR GRADE</u>	<u>TITLE</u>
19	Chairman
18	Member of Board

13	Clerk to Board
6	Accounting Clerk
6	Executive Secretary A
5	Secretary B

## PUBLIC AFFAIRS (675)

<u>LABOR GRADE</u>	<u>TITLE</u>
16	Citizen's Advocate
13	Director/Citizen Participation
9	Administrative Assistant
7	Assistant Citizen Advocate
3	Clerk Typist

## COMMUNITY DEVELOPMENT &amp; PLANNING (680)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Director Community Development
17	Director of Planning
16	Senior Planner
14	Associate Planner
13	Economist I
12	Assistant Planner
12	Land Use Administrator
12	Zoning Enforcement Administrator
10	Assistant Zoning Enforcement Officer
6	Secretary A
5	Secretary B

## STREET ENGINEERING (690)

<u>LABOR GRADE</u>	<u>TITLE</u>
16	Street Engineer
14	Project Engineer
13	Land Acquisition Agent
6	Secretary A

## BOARD OF PUBLIC SAFETY (700)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Coordinator of Public Safety
9	EEO & Affirmative Action Officer
UC \$7,000	Chairman, Board of Safety
UC \$4,200	Member of Board

## POLICE CIVILIANS (709)

<u>LABOR GRADE</u>	<u>TITLE</u>
16	Legal Advisor
14	Chemist
13	Records Supervisor
10	Supt. Police Garage
9	Darkroom/Technician
9	Records Bureau Technician
8	Mechanic
5	Executive Secretary B
5	Mechanic's Helper
5	Secretary B
4	Clerk/Typist/Computer Input Technician

## POLICE DEPARTMENT (710)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Chief of Police
16	Assistant Chief of Police
15	Deputy Chief
13	Captain
12	Lieutenant
11	First Master Sergeant
11	Sergeant
10	Patrolman
10	Probationary Patrolman
3	Recruit

## FIRE DEPARTMENT (730)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Fire Chief
16	Deputy Chief
15	Assistant Chief
13	District Chief
12	Platoon Captain
11	Captain
11	Lieutenant
10	Firefighter
10	Firefighter/Probationary

## FIRE CIVILIANS (731)

<u>LABOR GRADE</u>	<u>TITLE</u>
8	Mechanic
6	Executive Secretary A
5	Mechanic's Helper
5	Secretary B
4	Secretary C/Receptionist

## CIVIL DEFENSE (740)

<u>LABOR GRADE</u>	<u>TITLE</u>
14	Civil Defense Director

## WEIGHTS &amp; MEASURES (750)

<u>LABOR GRADE</u>	<u>TITLE</u>
12	Inspector
6	Assistant Inspector
4	Receptionist - Secretary C

## COMMUNICATIONS (760)

<u>LABOR GRADE</u>	<u>TITLE</u>
15	Director of Communications
13	Assistant Director
13	Supervisor of Dispatchers
13	Supervisor of Technicians
12	Technician I
11	Technician II
9	Dispatcher
9	Probationary Dispatcher
5	Executive Secretary B

## E.M.S. (835)

<u>LABOR GRADE</u>	<u>TITLE</u>
14	Director
13	Assistant Director
10	Emergency Medical Technician/ALS
10	Shift Supervisor
8	Mechanic
9	Emergency Medical Technician/BLS
5	Secretary

## AVIATION (840)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Airport Manager
13	Assistant Airport Manager, Operations
13	Assistant Manager/Office & Finance
13	Chief Crash Firefighter/Police
13	Senior Electrician
12	Captain Crash Firefighter/Police
12	Senior Mechanic
12	Senior Roads & Grounds Foreman

12	Superintendent, Water Plant
10	Assistant Roads & Grounds Foreman
10	Lieutenant Crash Firefighter/Police
9	Firefighter/Police Officer
8	Carpenter
8	Senior Equipment Operator
7	Chief Custodian
7	Executive Secretary
7	Senior Laborer
6	Equipment Operator
6	Secretary A
4	Junior Equipment Operator
4	Terminal Police
3	Custodian

#### TRAFFIC ENGINEERING (770)

<u>LABOR GRADE</u>	<u>TITLE</u>
16	Traffic Engineer
14	Assistant Traffic Engineer, Signal
14	Project Engineer
14	Signal Supvr. Jr. Engineer
13	Sign & Marking Supvr.
13	Signal Foremen
11	Signal Electrician
10	Engineering Technician
10	Signal Apprentice
9	Data Processing Technician
7	Painter First Class
6	Secretary A
5	Secretary B
3	Clerk Typist

## DEPARTMENT OF LAW (790)

<u>LABOR GRADE</u>	<u>TITLE</u>
UC \$23,500	City Attorney
UC \$22,000	Special Counsel to Mayor
UC \$13,500	Associate City Attorney
7	Legal Secretary

## HUMANE COMMISSION (810)

<u>LABOR GRADE</u>	<u>TITLE</u>
13	Executive Director
9	Special Humane Ofc/Dir of Operations
9	Complaint Officer
8	Animal Technician
8	Humane Officer
7	Utility Person/Bookkeeper
4	Animal Care Specialist
3	Clerk Dispatcher

## PARK DEPARTMENT (850)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Director of Parks & Recreation
16	Supt. of Parks
16	Supt. of Recreation
16	Supt. Zoo & Veldt
15	Business Manager
11	Supervisor A
10	Supervisor B
9	Supervisor C
9	Working Leader
9	Zoo Curator & Education Specialist
9	Office Manager
9	Public Information Officer
8	Park Security Officer

8	Carpenter
8	Draftsperson
8	Electrician
8	Fleet Mechanic
8	Supervisor Recreation Centers
8	Floriculturist
8	Grounds Maintenance
8	Heavy Equipment Operator
8	High Ranger Operator
8	Landscape Working Leader
8	Mason/Carpenter
8	Painter A
8	Park Person A
8	Plumber A
8	Small Motor Mechanic
8	Stockroom Person
8	Welder
8	Zoo Attendant
7	Construction
7	Gardener
7	Painter B
7	Plumber B
7	Recreation Stock Person
7	Special Equipment Operator
6	Ball Diamond Person
6	Garbage Truck Operator
6	Grounds Equipment Operator
6	Grounds Maintenance B
6	Park Person C
6	Relief Person
5	Gardener Helper

5	Park Helper
5	Secretary B/Bookkeeper
5	Tree Crew Helper
UC \$18,564	Golf Pro/Greens Keeper
UC \$8,782	Golf Pro

## REDEVELOPMENT (870)

<u>LABOR GRADE</u>	<u>TITLE</u>
18	Executive Director
17	Deputy Director
13	Administrative Aide/Relocation Specialist
11	Project Technician
7	Executive Secretary

## PARKING ADMINISTRATION (891)

<u>LABOR GRADE</u>	<u>TITLE</u>
13	Parking Administrator
9	Parking Control Ofc I
8	Parking Control Ofc II
8	Working Leader
5	Secretary B/Bookkeeper
4	Parking Control Ofc II
3	Utility Person
2	Attendant

SECTION 4. In order to effect the reduction of ranking personnel in the Fort Wayne Police Department to 75 persons and to do so without disruption to the Police Department and within the limitations set by the laws of the State of Indiana, there shall be no promotions from Patrolman to Sergeant. In addition there shall be no net increase in the total number of command personnel holding the rank of Lieutenant and above. A report shall be made to the Common Council on or before September 15, 1981, by the Coordinator of Public Safety, detailing the process to be used in reducing the numbers of persons assigned rank in the Police Department. Thereafter, the Coordinator of Public Safety shall file a brief report on the first Tuesday of each month describing to the Common Council the progress of the reduction process.

SECTION 5. The following additions and modifications, developed through the Collective Bargaining Process, are hereby approved and thus modify the Basic Salary Ordinance:

a. Patrolmen in the Police Department, hired after January 1981, shall receive an annual base pay as follows:

(1) For the first year (365 days), the patrolmen's base pay shall be Eighty Percent (80%) of the base pay of a first class patrolman;

- (2) For the second year (365 days), the patrolmen's base pay shall be ninety percent (90%) of the base pay of a first class patrolman;
- (3) For the third year (365 days) the patrolmen's base pay shall be ninety-five percent (95%) of the base pay of a first class patrolman.

b. As an incentive to attract trained and qualified personnel, in the future, an educational bonus shall be paid to personnel of the Police Department as follows:

- (1) All officers who were officers as of January 1, 1981 and who have obtained a four year baccalaureate degree by January 1, 1981, shall receive a bonus of nine hundred dollars (\$900) per year added to their regular earnings.
- (2) All officers who were officers as of January 1, 1981, and who by January 1, 1981 had obtained a two year Associates degree shall receive a bonus of four hundred and fifty dollars (\$450) per year added to their regular earnings.
- (3) All officers hired after January 1, 1981, shall receive no educational bonus whatsoever until three years of service with the department is completed, and then only upon obtaining a four year baccalaureate degree in law enforcement.

The maximum that any officer can receive under this section shall be the sum of nine hundred and 00/100 dollars (\$900) yearly bonus.

c. Any off-duty officer who is required to attend, by subpoena and does so attend court for a criminal matter or a civil matter related to his or her law enforcement duties shall receive, for each hour that he or she is required to be in court and actually is in court, one and one-half times his or her normal hourly rate computed on his or her base

annual rate only. In addition thereto, each off-duty officer who is required to attend, by subpoena, and does so attend court for a criminal or civil matter related to his or her law enforcement duties, shall receive one hour of straight time pay (computed on the annual base only) for each such court appearance.

- d. Each officer shall receive five hundred dollars (\$500) per year as a uniform allowance.
- e. Shift payments will be made to Police Officers as follows:
  - (1) Officers who were officers as of January 1, 1981, and who are assigned to "B" shift or any shift beginning between 12 noon and 3 p.m., shall have added to their regular earnings seven hundred dollars (\$700) for such pay period.
  - (2) Officers who were hired as of January 1, 1981, and were assigned to "C" shift or any shift beginning between 9 p.m. and 12 midnight, shall have added to their regular determined earnings one thousand four hundred dollars (\$1,400) annually for such time as they regularly work such shift.
  - (3) Officers hired after January 1, 1981, shall not receive the shift payments referred to above for the first three years of their service.
- e. Police Bonus and Incentive payments referred to in this section or elsewhere are not to be construed in any manner as additions to the base salary of any officer within the meaning of Burns Indiana Statutes Annotated Section 48-6403. Only the actual base rate established by Collective Bargaining agreement and approved by the Common Council for the First Class Patrolmen shall be included in that rate.
- f. A one thousand dollar (\$1,000) bonus will be given to each commissioned employee of the Fort Wayne Fire Department who

has 25 or more years of service, unless it would be determined that such bonus constitutes a part of the base rate of Fire-fighter for Pension purposes.

- h. Firefighters covered by Indiana Burns Statutes 37 and 77 who are permanent, paid employees wherever assigned to duty outside the Fire Department will receive a shift bonus of thirty-five cents per hour (35¢) for all hours worked on shifts beginning between 12 noon and 12 midnight.
- i. Five hundred dollars (\$500) technical pay for the following Fire Classifications is also authorized:
  - (1) No more than twenty (20) divers
  - (2) Three (3) Signal Department Journeymen Electricians
  - (3) Two (2) Certified E.M.T. Instructors
- j. Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as the salaries do not exceed the table of maximum salaries authorized in Section 2, above.
- k. To permit the completion of union negotiations, the Common Council agrees to accept up the maximum salaries listed. However, the Common Council shall review the salaries in this ordinance after the union negotiations are complete in order to set a specific salary for each title for the year 1982, adjusting salaries where necessary.
- l. Police and Fire agreements achieved through Collective Bargaining will, in any event, as same relate to salaries, be submitted to Common Council for review and approval prior to implementation.

SECTION 6. From and after the first day of January 1982, all appointed officers, employees, deputies, assistants, departmental and institutional heads of the Civil City of Fort Wayne, Indiana will be paid according to this, the above and the following provisions of this ordinance, subject to budgetary limitations or future changes or amendments enacted by the Common Council necessitated by Home Rule Legislation or otherwise.

SECTION 7. No person employed by the City or City Utilities shall make a higher salary than that of the Mayor of Fort Wayne.

SECTION 8. That all Departments subject to this ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 9. If any section, clause, sentence, paragraph or part or provision of this ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively presumed that this ordinance would have passed by the Common Council without such invalid section, clause, paragraph, part or provision, and the remaining parts of the ordinance will remain in effect.

SECTION 10. This ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

*Vivian G. Schmidt*

COUNCILMAN

APPROVED AS TO FORM AND  
LEGALITY July 10, 1981

Bruce O. Boxberger, City Attorney

3 AN ORDINANCE fixing the salaries of each and every  
4 appointed officer, employee, deputy, assistant,  
5 departmental and institutional head of the Civil City  
6 of Fort Wayne, Indiana for the year 1982.

7 WHEREAS, the Mayor and the Common Council of the City of Fort Wayne,  
8 Indiana, have assigned to each employee of the Civil City of Fort Wayne a  
9 Labor Grade in accordance with the principles of the City Classification  
10 System originally established by Ordinance No. S-34-73 and subsequently  
11 modified and improved, which grades should accurately reflect the duties  
12 and responsibilities of said employees; and

13 WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum  
14 salary level for each labor grade in a systematic way, reflecting  
15 sound compensation planning and effects of competitive pressures, and

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17 duties and responsibilities assigned to each employee, and to be certain  
18 that such salaries are fair and equitable and provide an incentive for  
19 persons to seek and hold employment with the City of Fort Wayne, and

20 WHEREAS, the funds for such salaries are to be provided from the 1982  
21 City Budget and other sources as may be specified by the Common Council.

22 NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF  
23 FORT WAYNE, INDIANA:

24 SECTION 1. That all employees of the Civil City of Fort Wayne,  
25 Indiana shall be classified by the departments, titles and labor grades  
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26 SECTION 2. That the following scale of Maximum Salaries is hereby  
27 fixed and authorized as a ceiling for approved labor grades. This maximum  
28 will not be exceeded, except for approved shift differentials, overtime  
29 pay, and bonuses or technical skill pay specifically enumerated in this  
30 ordinance or in an amendment to this ordinance or collective bargaining  
31 agreement approved by the Common Council:

	<u>LABOR GRADE</u>	<u>MAXIMUM SALARY</u>
1	1	\$10,000
2	2	11,250
3	3	12,500
4	4	13,750
5	5	15,000
6	6	16,250
7	7	17,500
8	8	18,750
9	9	20,000
10	10	21,250
11	11	22,500
12	12	23,750
13	13	25,000
14	14	26,250
15	15	27,500
16	16	28,750
17	17	30,000
18	18	31,250
19	19	32,500
20		
21		

This scale is an attempt to reinstate an orderly, consistant and competitive pay policy and is based upon the application of results of a salary survey conducted in June, 1981 and a formula which generates a linear progression of maximum salaries. It is not designed to indicate actual salary increases programmed for 1982. These actual increases will result from a general distribution of funds available and as the result of Collective Bargaining agreements arrived at and approved by Common Council.

SECTION 3. The following is a complete and true listing of all City positions by Department, Position Title and Labor Grade. It includes some positions created by the City and Approved by the Common Council subse-

quent to the 1981 Salary Ordinance; Proposed new positions resulting from reallocation of duties or consolidation of duties, and positions regraded in accordance with the City's Official Salary Policy and Position Evaluation System:

MAYOR'S OFFICE (610)

LABOR GRADE	TITLE
UC	\$32,000
17	Mayor
16	Administrative Assistant
7	Executive Assistant
6	Executive Secretary
	Receptionist A

CONTROLLER'S OFFICE (620)

<u>LABOR GRADE</u>		<u>TITLE</u>
19		Controller
17		Deputy Controller
15		Administrator, Fed. Funds
15		Internal Auditor
13		Financial Accountant
9		Barrett Law Accountant
8		Accountant/Bank Reconciliation
7		Bookkeeping-Data Entry
7		Executive Secretary
6		Accounting Clerk
UC	\$20,000	City Council Attorney
UC	\$8,000	Councilman

#### ECONOMIC DEVELOPMENT (630)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Director
15	Assistant Director

1	14	Development Services Specialist
2	14	Finance Specialist
3	14	Business Planning Specialist
4	5	Executive Secretary B

6 METRO HUMAN RELATIONS COMMISSION (640)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Executive Director
14	Depty Dir./Investigative
14	Deputy Dir./Administrative
14	Staff Attorney
10	Human Relations Representative
9	Intake/Investigator
6	Secretary A
5	Secretary B
3	Commission Clerk

CITY CLERK (650)

<u>LABOR GRADE</u>	<u>TITLE</u>
10	Chief Deputy City Clerk
6	Personnel Supervisor
5	Executive Secretary B
4	Secretary C
3	Clerk/Typist
3	Teller
UC	\$23,000
	City Clerk

BOARD OF WORKS (660)

	<u>LABOR GRADE</u>	<u>TITLE</u>
29	19	Chairman
30	18	Member of Board
31	15	Administrative Assistant
32		

1	13	Clerk to Board
2	6	Accounting Clerk
3	6	Executive Secretary A
4	5	Secretary B

5		
6	PUBLIC AFFAIRS (675)	

	<u>LABOR GRADE</u>	<u>TITLE</u>
8	16	Citizen's Advocate
9	13	Director/Citizen Participation
10	9	Administrative Assistant
11	7	Assistant Citizen Advocate
12	3	Clerk Typist

13		
14	COMMUNITY DEVELOPMENT & PLANNING (680)	

	<u>LABOR GRADE</u>	<u>TITLE</u>
16	18	Director Community Development
17	17	Director of Planning
18	16	Senior Planner
19	14	Associate Planner
20	13	Economist I
21	12	Assistant Planner
22	12	Land Use Administrator
23	12	Zoning Enforcement Administrator
24	10	Assistant Zoning Enforcement Officer
25	6	Secretary A
26	5	Secretary B

27		
28	STREET ENGINEERING (690)	

	<u>LABOR GRADE</u>	<u>TITLE</u>
30	16	Street Engineer
31	14	Project Engineer
32	13	Land Acquisition Agent
	6	Secretary A

## BOARD OF PUBLIC SAFETY (700)

	<u>LABOR GRADE</u>	<u>TITLE</u>
1	18	Coordinator of Public Safety
2	9	EEO & Affirmative Action Officer
3	UC \$7,000	Chairman, Board of Safety
4	UC \$4,200	Member of Board

## POLICE CIVILIANS (709)

	<u>LABOR GRADE</u>	<u>TITLE</u>
5	16	Legal Advisor
6	14	Chemist
7	13	Records Supervisor
8	10	Supt. Police Garage
9	9	Darkroom/Technician
10	9	Records Bureau Technician
11	8	Mechanic
12	5	Executive Secretary B
13	5	Mechanic's Helper
14	5	Secretary B
15	4	Clerk/Typist/Computer Input Technician

## POLICE DEPARTMENT (710)

	<u>LABOR GRADE</u>	<u>TITLE</u>
16	17	Chief of Police
17	15	Deputy Chief
18	13	Captain
19	12	Lieutenant
20	11	First Master Sergeant
21	11	Sergeant
22	10	Patrolman
23	10	Probationary Patrolman
24	3	Recruit

## 1 FIRE DEPARTMENT (730)

<u>LABOR GRADE</u>	<u>TITLE</u>
17	Fire Chief
15	Assistant Chief
13	District Chief
12	Platoon Captain
11	Captain
11	Lieutenant
10	Firefighter
10	Firefighter/Probationary

## 11 FIRE CIVILIANS (731)

<u>LABOR GRADE</u>	<u>TITLE</u>
8	Mechanic
6	Executive Secretary A
5	Mechanic's Helper
5	Secretary B
4	Secretary C/Receptionist

## 19 CIVIL DEFENSE (740)

<u>LABOR GRADE</u>	<u>TITLE</u>
14	Civil Defense Director
5	Executive Secretary B

## 24 WEIGHTS &amp; MEASURES (750)

<u>LABOR GRADE</u>	<u>TITLE</u>
12	Inspector
6	Assistant Inspector
4	Receptionist - Secretary C

	<u>LABOR GRADE</u>	<u>TITLE</u>
1		COMMUNICATIONS (760)
2	15	Director of Communications
3	13	Assistant Director
4	13	Supervisor of Dispatchers
5	13	Supervisor of Technicians
6	12	Technician I
7	11	Technician II
8	9	Dispatcher
9	9	Probationary Dispatcher
10	5	Executive Secretary B

E.M.S. (835)

	<u>LABOR GRADE</u>	<u>TITLE</u>
14	14	Director
15	13	Assistant Director
16	10	Emergency Medical Technician/ALS
17	10	Shift Supervisor
18	8	Mechanic
19	9	Emergency Medical Technician/BLS
20	5	Secretary
21		

AVIATION (840)

	<u>LABOR GRADE</u>	<u>TITLE</u>
24	18	Airport Manager
25	13	Assistant Airport Manager, Operations
26	13	Assistant Manager/Office & Finance
27	13	Chief Crash Firefighter/Police
28	13	Senior Electrician
29	12	Captain Crash Firefighter/Police
30	12	Senior Mechanic
31	12	Senior Roads & Grounds Foreman
32		

1	12	Superintendent, Water Plant
2	10	Assistant Roads & Grounds Foreman
3	10	Lieutenant Crash Firefighter/Police
4	9	Firefighter/Police Officer
5	8	Carpenter
6	8	Senior Equipment Operator
7	7	Chief Custodian
8	7	Executive Secretary
9	7	Senior Laborer
10	6	Equipment Operator
11	6	Secretary A
12	4	Junior Equipment Operator
13	4	Terminal Police
14	3	Custodian

## TRAFFIC ENGINEERING (770)

	<u>LABOR GRADE</u>	<u>TITLE</u>
17	16	Traffic Engineer
18	14	Assistant Traffic Engineer, Signal
19	14	Project Engineer
20	14	Signal Supvr. Jr. Engineer
21	13	Sign & Marking Supvr.
22	13	Signal Foremen
23	11	Signal Electrician
24	10	Engineering Technician
25	10	Signal Apprentice
26	9	Data Processing Technician
27	7	Painter First Class
28	6	Secretary A
29	5	Secretary B
30	3	Clerk Typist
31		.
32		

## 1 DEPARTMENT OF LAW (790)

	<u>LABOR GRADE</u>	<u>TITLE</u>
3	UC \$23,500	City Attorney
4	UC \$22,000	Special Counsel to Mayor
5	UC \$13,500	Associate City Attorney
6	7	Legal Secretary

## 7 HUMANE COMMISSION (810)

	<u>LABOR GRADE</u>	<u>TITLE</u>
10	13	Executive Director
11	9	Special Humane Ofc/Dir of Operations
12	9	Complaint Officer
13	8	Animal Technician
14	8	Humane Officer
15	7	Utility Person/Bookkeeper
16	4	Animal Care Specialist
17	3	Clerk Dispatcher

## 18 PARK DEPARTMENT (850)

	<u>LABOR GRADE</u>	<u>TITLE</u>
21	18	Director Parks & Recreation
22	16	Superintendent-Parks
23	16	Superintendent-Recreation
24	16	Zoo Director
25	15	Business Manager
26	13	Athletic Director
27	11	Director/Senior Citizen Center
28	11	Supervisor A
29	10	Director-Miner-Center/Arts
30	9	Grounds Equipment Operator
31	9	Supervisor C
32	9	Working Leader

1	9	Zoo Curator & Education Specialist
2	9	Office Manager
3	8	Carpenter-General Maintenance
4	8	Park Security Officer
5	8	Draftsperson
6	8	Electrician
7	8	Fleet Mechanic
8	8	Floriculturist/Horticulturist
9	8	Grounds Maintenance A
10	8	Heavy Equipment Operator
11	8	High Ranger Operator
12	8	Landscape Working Leader
13	8	Mason/Carpenter
14	8	Painter
15	8	Park Person A
16	8	Plumber
17	8	Small Motor Mechanic
18	8	Stockroom Keeper
19	8	Welder
20	8	Zoo Attendant
21	7	Construction/General Maintenance
22	7	Gardener
23	7	Painter B
24	7	Plumber B
25	7	Recreation Stock Person
26	7	Special Equipment Operator
27	7	Park Person B
28	6	Ball Diamond Person
29	6	Garbage Truck Operator
30	6	Grounds Equipment Operator
31	6	Recreation Instructor
32	6	Grounds Maintenance B

1	6	Relief Person
2	6	Tree Crew Helper
3	6	Park Person C
4	5	Gardener Helper
5	5	Park Helper
6	5	Secretary B/Bookkeeper
7	5	Tree Crew Helper

8

## 9 REDEVELOPMENT (870)

	<u>LABOR GRADE</u>	<u>TITLE</u>
10	18	Executive Director
11	17	Deputy Director
12	13	Administrative Aide/Relocation Specialist
13	11	Project Technician
14	7	Executive Secretary

16

## 17 PARKING ADMINISTRATION (891)

	<u>LABOR GRADE</u>	<u>TITLE</u>
18	13	Parking Administrator
19	9	Parking Control Ofc I
20	8	Parking Control Ofc II
21	8	Working Leader
22	5	Secretary B/Bookkeeper
23	4	Parking Control Ofc II
24	3	Utility Person
25	2	Attendant

27 SECTION 4. The following additions and modifications, developed  
 28 through the Collective Bargaining Process, are hereby approved and thus  
 29 modify the Basic Salary Ordinance:

30 a. Patrolmen in the Police Department, hired after January  
 31 1981, shall receive an annual base pay as follows:  
 32 (1) For the first year (365 days), the patrolmen's base  
     pay shall be Eighty Percent (80%) of the base pay of a  
     first class patrolman;

(2) For the second year (365 days), the patrolmen's base pay shall be ninety percent (90%) of the base pay of a first class patrolman;

(3) For the third year (365 days) the patrolmen's base pay shall be ninety-five percent (95%) of the base pay of a first class patrolman.

b. As an incentive to attract trained and qualified personnel, in the future, an educational bonus shall be paid to personnel of the Police Department as follows:

(1) All officers who were officers as of January 1, 1981 and who have obtained a four year baccalaureate degree by January 1, 1981, shall receive a bonus of nine hundred dollars (\$900) per year added to their regular earnings.

(2) All officers who were officers as of January 1, 1981, and who by January 1, 1981 had obtained a two year Associates degree shall receive a bonus of four hundred and fifty dollars (\$450) per year added to their regular earnings.

(3) All officers hired after January 1, 1981, shall receive no educational bonus whatsoever until three years of service with the department is completed, and then only upon obtaining a four year baccalaureate degree in law enforcement.

The maximum that any officer can receive under this section shall be the sum of nine hundred and 00/100 dollars (\$900) yearly bonus.

c. Any off-duty officer who is required to attend, by subpoena and does so attend court for a criminal matter or a civil matter related to his or her law enforcement duties shall receive, for each hour that he or she is required to be in court and actually is in court, one and one-half times his or her normal hourly rate computed on his or her base

1 annual rate only. In addition thereto, each off-duty  
2 officer who is required to attend, by subpoena, and does so  
3 attend court for a criminal or civil matter related to his  
4 or her law enforcement duties, shall receive one hour of  
5 straight time pay (computed on the annual base only) for  
6 each such court appearance.

7 d. Each officer shall receive five hundred dollars (\$500) per  
8 year as a uniform allowance.

9 e. Shift payments will be made to Police Officers as follows:

10 (1) Officers who were officers as of January 1, 1981, and  
11 who are assigned to "B" shift or any shift beginning  
12 between 12 noon and 3 p.m., shall have added to their  
13 regular earnings seven hundred dollars (\$700) for such  
14 pay period.

15 (2) Officers who were hired as of January 1, 1981, and  
16 were assigned to "C" shift or any shift beginning  
17 between 9 p.m. and 12 midnight, shall have added to  
18 their regular determined earnings one thousand four  
19 hundred dollars (\$1,400) annually for such time as  
20 they regularly work such shift.

21 (3) Officers hired after January 1, 1981, shall not  
22 receive the shift payments referred to above for the  
23 first three years of their service.

24 e. Police Bonus and Incentive payments referred to in this  
25 section or elsewhere are not to be construed in any manner  
26 as additions to the base salary of any officer within the  
27 meaning of Burns Indiana Statutes Annotated Section  
28 48-6403. Only the actual base rate established by Collective  
29 Bargaining agreement and approved by the Common  
30 Council for the First Class Patrolmen shall be included in  
31 that rate.

32 f. A one thousand dollar (\$1,000) bonus will be given to each  
33 commissioned employee of the Fort Wayne Fire Department who

1 has 25 years of service, unless it would be determined that  
2 such bonus constitutes a part of the base rate of Fire-  
3 fighter for Pension purposes.

4 h. Firefighters covered by Indiana Burns Statutes 37 and 77  
5 who are permanent, paid employees wherever assigned to duty  
6 outside the Fire Department will receive a shift bonus of  
7 thirty-five cents per hour (35¢) for all hours worked on  
8 shifts beginning between 12 noon and 12 midnight.

9 i. Five hundred dollars (\$500) technical pay for the following  
10 Fire Classifications is also authorized:  
11 (1) No more than twenty (20) divers  
12 (2) Three (3) Signal Department Journeymen Electricians  
13 (3) Two (2) Certified E.M.T. Instructors

14 j. Employees covered by recognized bargaining unit represen-  
15 tatives (Unions) will receive a salary established by the  
16 Collective Bargaining process as long as the salaries do  
17 not exceed the table of maximum salaries authorized in  
18 Section 2, above.

19 k. Employees in classified and unclassified positions not  
20 included in any bargaining unit will receive a pay increase  
21 equivalent to those achieved through the Collective Bar-  
22 gaining process.

23 l. Police and Fire agreements achieved through Collective  
24 Bargaining will, in any event, as same relate to salaries,  
25 be submitted to Common Council for review and approval  
26 prior to implementation.

27 SECTION 5. From and after the first day of January 1982, all  
28 appointed officers, employees, deputies, assistants, departmental and  
29 institutional heads of the Civil City of Fort Wayne, Indiana will be paid  
30 according to this, the above and the following provisions of this ordin-  
31 ance, subject to budgetary limitations or future changes or amendments  
32 enacted by the Common Council necessitated by Home Rule Legislation or  
otherwise.

1 SECTION 6. That all Departments subject to this ordinance will  
2 conform to the Official City Personnel Policies and Procedures relating to  
3 hiring, pay, and other related practices, approved by the Mayor and admin-  
4 istered by the City's Personnel Department.

5 SECTION 7. If any section, clause, sentence, paragraph or part or  
6 provision of this ordinance be found invalid or void by a Court of compe-  
7 tent jurisdiction, it shall be conclusively presumed that this ordinance  
8 would have passed by the Common Council without such invalid section,  
9 clause, paragraph, part or provision, and the remaining parts of the  
10 ordinance will remain in effect.

11 SECTION 8. This ordinance shall be in full force and effect from and  
12 after its passage and approval by the Mayor.

13  
14  
15  
16 APPROVED AS TO FORM AND  
17 LEGALITY July 10, 1981

18   
19 Vivian G. Schmidt  
20 COUNCILMAN  
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32

Bruce O. Boxberger, City Attorney

Read the first time in full and on motion by U. Schmid,  
seconded by Stev, and duly adopted, read the second time  
by title and referred to the Committee Feature (and the City  
Plan Commission for recommendation) and Public Hearing to be held after  
due legal notice, at the Council Chambers, City-County Building, Fort Wayne,  
Indiana, on       , the        day of       ,  
19      , at        o'clock M., E.S.T.

DATE: 7-14-81

Charles W. Westerman  
CHARLES W. WESTERMAN  
CITY CLERK

Read the third time in full and on motion by U. Schmid,  
seconded by Stev, and duly adopted, placed on its  
passage. PASSED (LOM) by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>	<u>TO-WIT:</u>
<u>TOTAL VOTES</u>	<u>7</u>	<u>2</u>			
<u>BURNS</u>	<u>X</u>				
<u>EISBART</u>	<u>X</u>				
<u>GiaQUINTA</u>	<u>X</u>				
<u>NUCKOLS</u>	<u>X</u>	<u>X</u>			
<u>SCHMIDT, D.</u>		<u>X</u>			
<u>SCHMIDT, V.</u>	<u>X</u>				
<u>SCHOMBURG</u>	<u>X</u>				
<u>STIER</u>	<u>X</u>				
<u>TALARICO</u>	<u>X</u>				

DATE: 7-30-81

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,  
Indiana, as (ZONING MAP) (GENERAL) (ANNEXATION) (SPECIAL)  
(APPROPRIATION) ORDINANCE (RESOLUTION) No. 1-178-81  
on the 30th day of July, 1981.

ATTEST:

(SEAL)

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

John Guckols  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on  
the 21st day of July, 1981, at the hour of  
4:00 o'clock P. M., E.S.T.

Charles W. Westerman  
CHARLES W. WESTERMAN - CITY CLERK

Approved and signed by me this 3rd day of August  
1981, at the hour of 11 o'clock A. M., E.S.T.

Winfield C. Moses, Jr.  
WINFIELD C. MOSES, JR.  
MAYOR

BILL NO. S-81-07-05 (as amended)

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REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON Finance TO WHOM WAS REFERRED AN  
ORDINANCE fixing the salaries of each and every appointed officer,  
employee, deputy, assistant, departmental and institutional head  
of the Civil City of Fort Wayne, Indiana for the year 1982

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT  
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE  PASS.

VIVIAN G. SCHMIDT, CHAIRMAN

JAMES S. STIER, VICE CHAIRMAN

MARK E. GIAQUINTA

PAUL M. BURNS

ROY J. SCHOMBURG

1	6	Relief Person
2	6	Tree Crew Helper
3	6	Park Person C
4	5	Gardener Helper
5	5	Park Helper
6	5	Secretary B/Bookkeeper
7	5	Tree Crew Helper

#### REDEVELOPMENT (870)

	<u>LABOR GRADE</u>	<u>TITLE</u>
10		
11	18	Executive Director
12	17	Deputy Director
13	13	Administrative Aide/Relocation Specialist
14	7	Executive Secretary

PARKING ADMINISTRATION (891)

	<u>LABOR GRADE</u>	<u>TITLE</u>
17	13	Parking Administrator
18	9	Parking Control Ofc I
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